



General Assembly

Amendment

February Session, 2008

LCO No. 6286

SB0021706286HRO

Offered by:

REP. CANDELORA, 86th Dist.

REP. ROWE, 123rd Dist.

To: Subst. Senate Bill No. **217**

File No. 68

Cal. No. 521

(As Amended by Senate Amendment Schedules "A", "C" and "E")

"AN ACT MANDATING EMPLOYERS PROVIDE PAID SICK LEAVE TO EMPLOYEES."

1 Strike subdivision (3) of section 1 in its entirety and insert the
2 following in lieu thereof:

3 "(3) "Employee" means any person, who can provide proof of
4 United States citizenship, engaged in service to an employer in the
5 business of the employer who is (A) paid on an hourly basis, or (B) not
6 exempt from the minimum wage and overtime compensation
7 requirements of the Fair Labor Standards Act of 1938 and the
8 regulations promulgated thereunder, as from time to time amended;"

9 Strike subsection (b) of section 4 in its entirety and insert the
10 following in lieu thereof

11 (b) Any employer who is found by the Labor Commissioner, by a
12 preponderance of the evidence, to have violated the provisions of

13 sections 2 to 5, inclusive, of this act shall be liable to the Labor
14 Department for a civil penalty of one thousand dollars for each
15 violation. Any employer who knowingly employs a person who
16 cannot possess proof of United States citizenship shall pay a fine of one
17 thousand dollars per illegally hired employee. All funds from such
18 violations shall go towards (1) a program administered by the
19 Department of Social Services to study the reasons why victims of
20 domestic violence do not report the crimes committed against them,
21 and (2) helping victims of domestic violence. The Labor Commissioner
22 may award the employee all appropriate relief, including rehiring or
23 reinstatement to the employee's previous job, payment of back wages
24 and reestablishment of employee benefits to which the employee
25 otherwise would have been eligible if the employee had not been
26 subject to such retaliatory personnel action or discriminated against.
27 Any party aggrieved by the decision of the commissioner may appeal
28 the decision to the Superior Court in accordance with the provisions of
29 chapter 54 of the general statutes."